3 Jobs of Management for Productive Empowerment

Peter Green

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Adobe Creative Cloud goes down for entire day

By Tom May May 16, 2014

Designers forced to sit on their hands for 24 hours watching deadlines whoosh by.

If you've had trouble logging into Adobe's Creative Cloud in the last couple of days then

The login servers for the subscription service - which allow access to Adobe's suite of cr
Photoshop CC, Illustrator CC and InDesign CC - were down for more than 24 hours betw

TechRepublic

Adobe Creative Cloud outage workaround highlights DRM issues

by James Sanders in Cloud on May 19, 2014, 9:41 PM PST

The outage of Adobe Creative Cloud has caused substantive difficulties in the publishing world by tying a DRM scheme to locally installed software.

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INDUSTRIALS MAY 16, 2014 / 11:25 AM / UPDATED 7 YEARS AGO

Adobe Creative Cloud up after outage, may compensate customers

By Reuters Staff 2 MIN READ

(Reuters) - Adobe Systems Inc said on Friday that access to its Creative Cloud was restored following an outage that disrupted the Web-based, subscription service to top-selling software programs including Photoshop, Illustrator and Flash for about a day.

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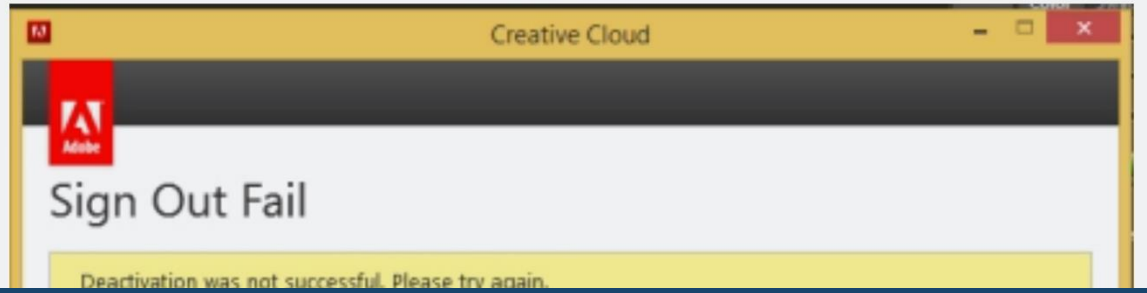
PLEASE STAND BY —

Outage of Adobe Creative Cloud, more than a day old, locked out app users

Logging out of an app tied to the service stranded users for over 24 hours.

DAN GOODIN - 5/15/2014, 6:00 PM



EMPOWERED?

EMPOWERMENT THEATER

NOT the bad guy!

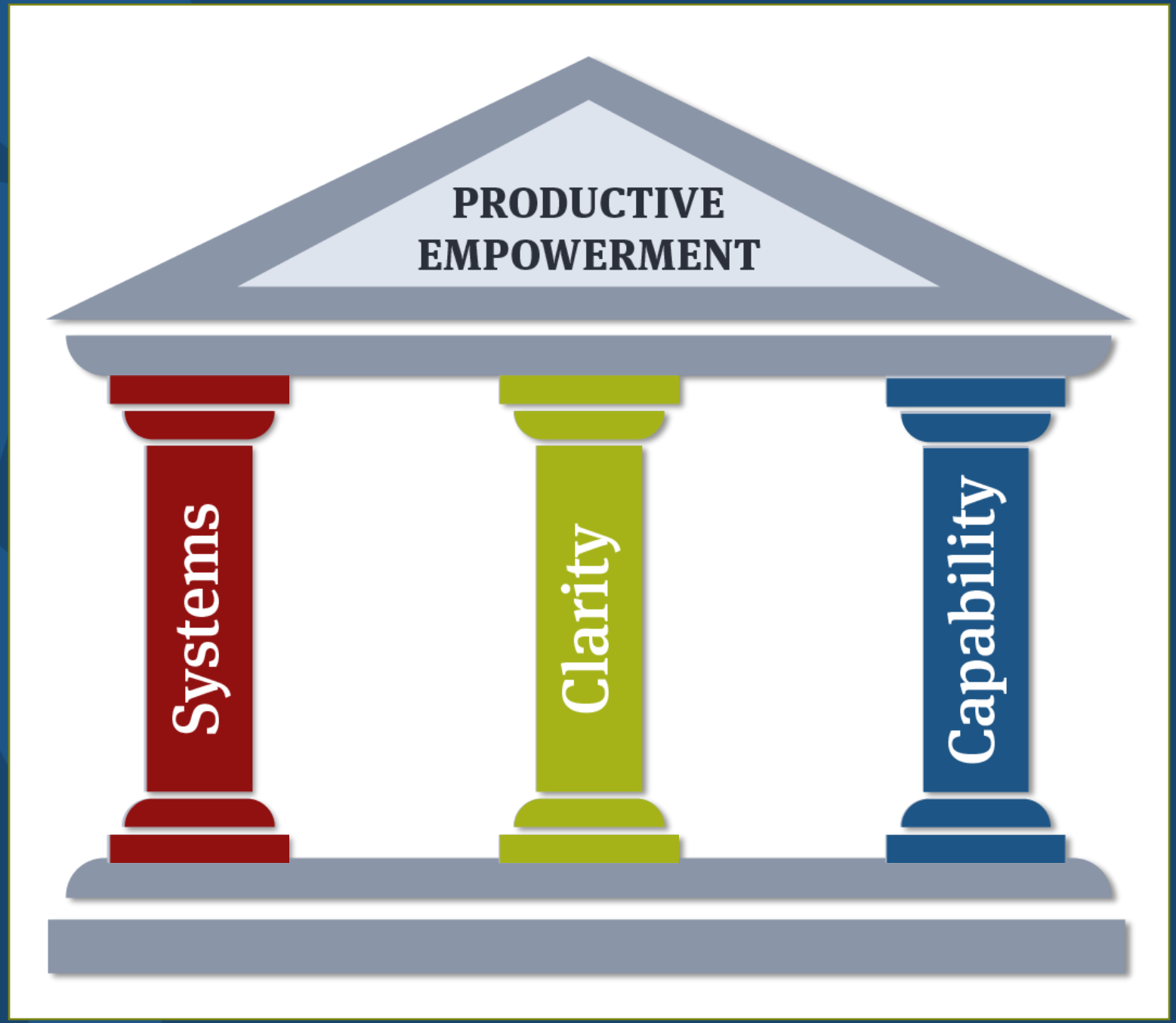
PRODUCTIVE EMPOWERMENT

benefits

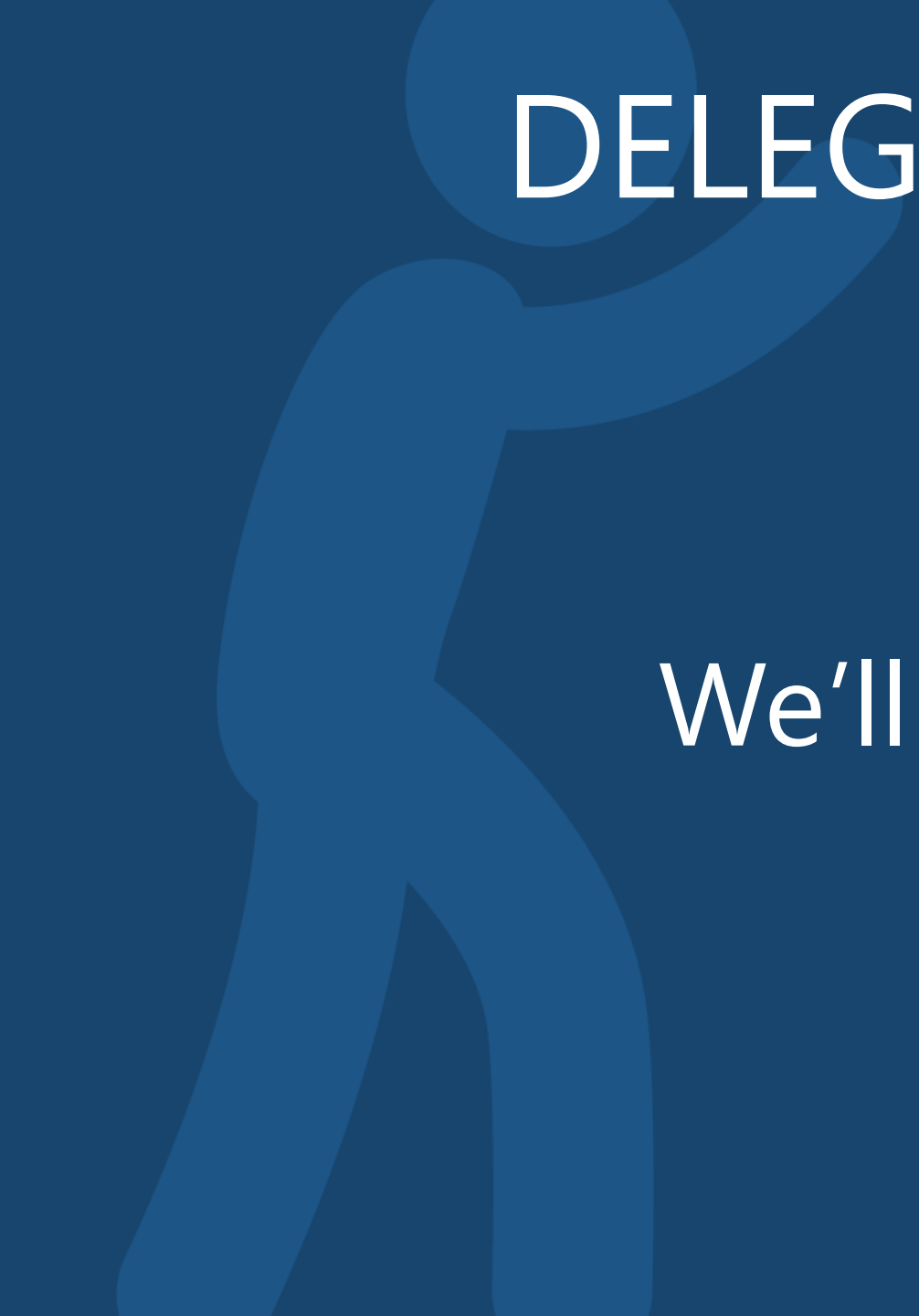
EMPLOYEES

COMPANIES

BOSSES


PRODUCTIVE
EMPOWERMENT
Systems
Clarity
Capability

DELEGATION LEVELS

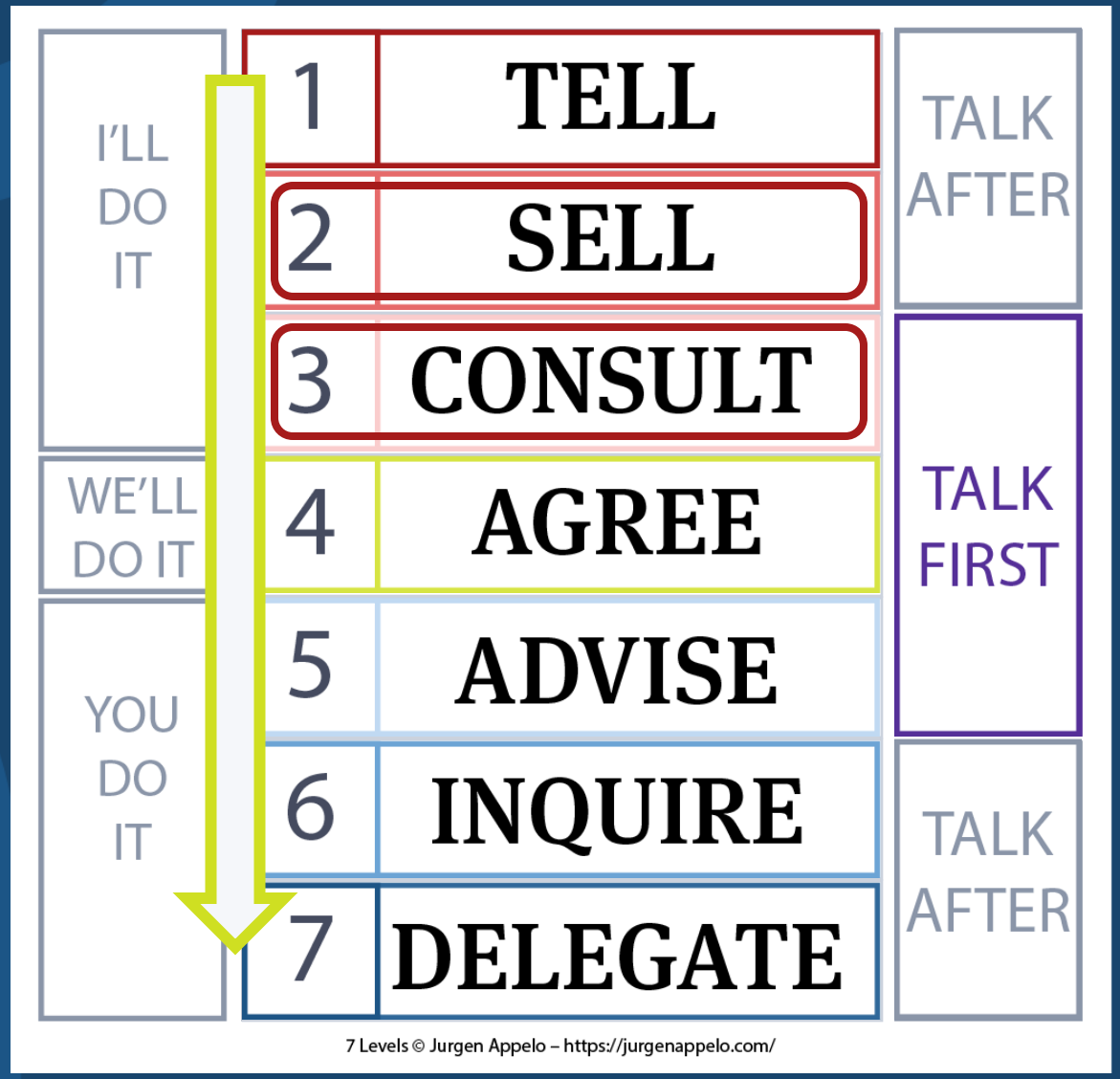


I'll Do It

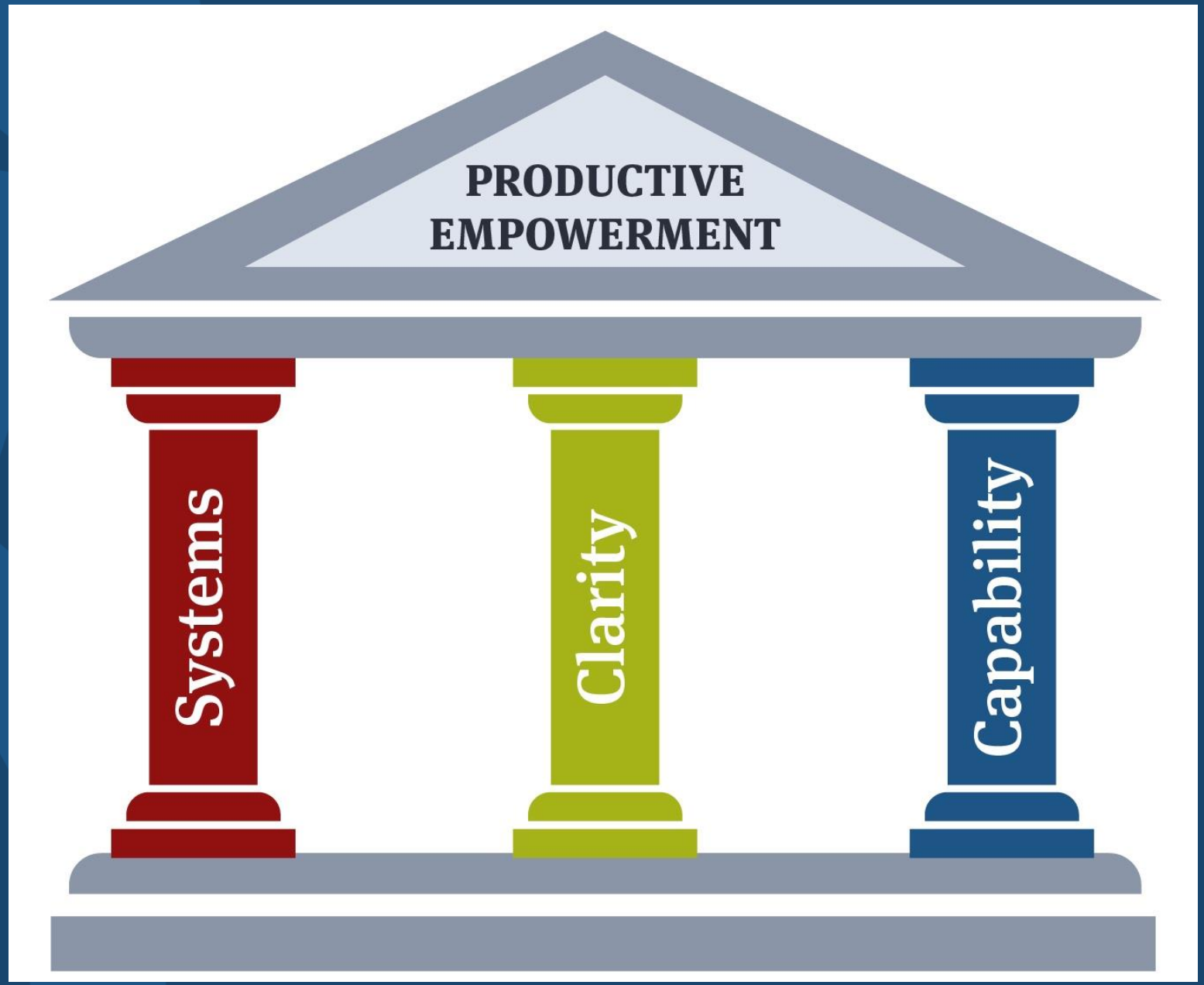
We'll Do It Together

You Do It

DELEGATION LEVELS



What prevents managers from pushing delegation further down?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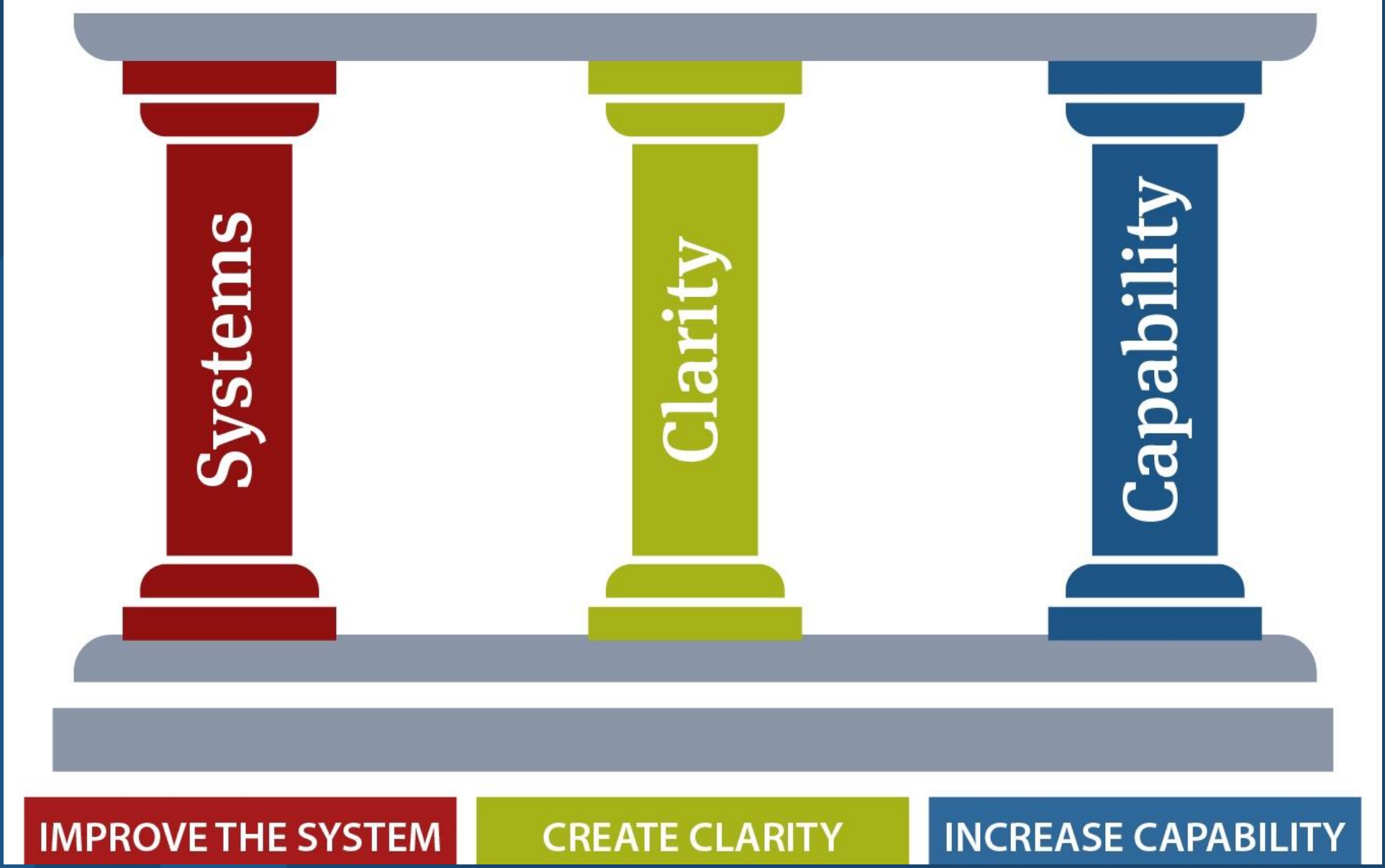
Systems
Clarity
Capability
IMPROVE THE SYSTEM
CREATE CLARITY
INCREASE CAPABILITY

IMPROVE THE SYSTEM

Workflow
Minimize friction and waste from idea to delivery

Interactions
Effective communicatition, meetings, & decision-making

Incentives
Rewards & recognition that are fair and aligned

Feedback Loops
Regularly seek input used to continuously improve.

CREATE CLARITY

Priorities
What should we focus on right now?

Purpose
Why does the work matter?

Expectations
How do we know if we are doing a good job?

Alignment
Are we all headed in the same direction?

INCREASE CAPABILITY

Individual
Help people grow personally & in their careers

Team
Create the conditions for high-performance teamwork

Organization
Ensure we have and can deploy the right resources

Leadership
Develop the next generation of leaders within the org

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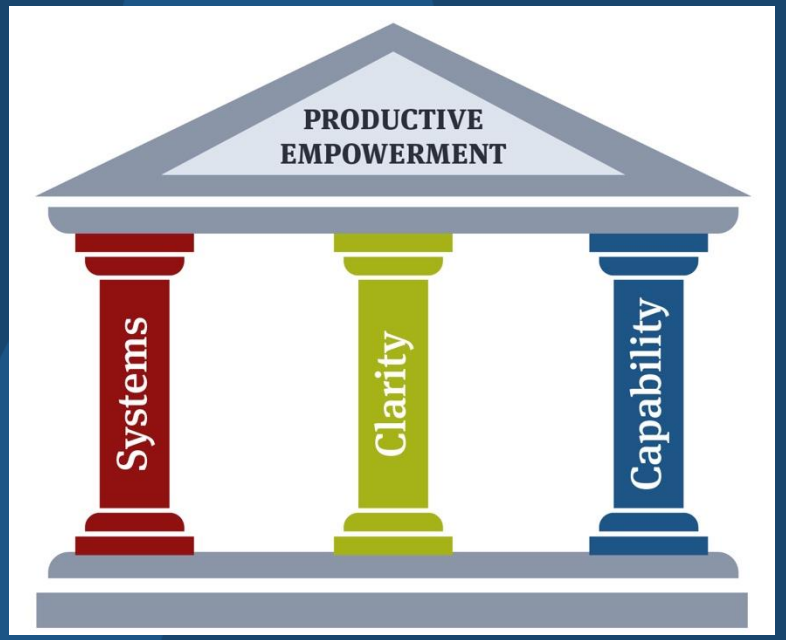

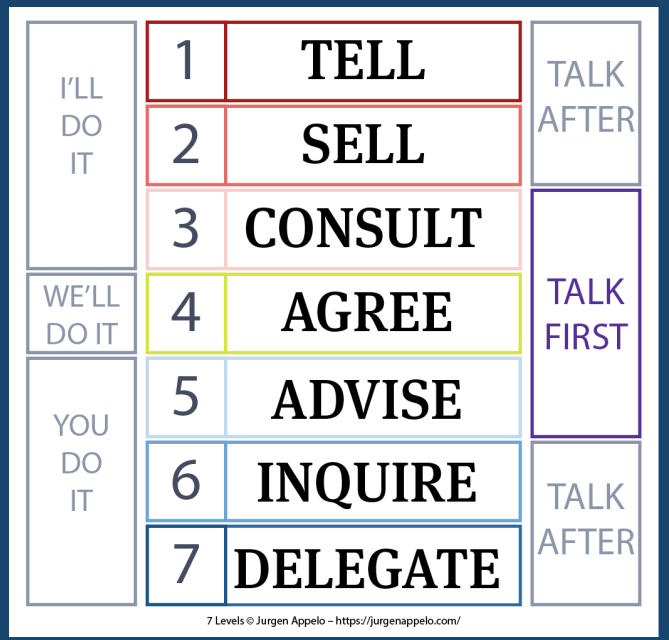

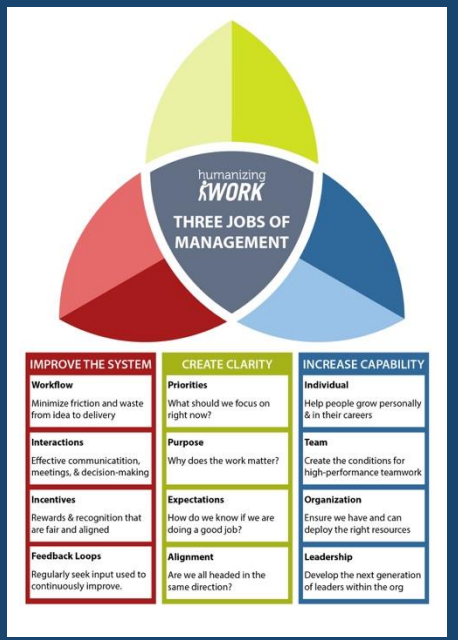

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$59

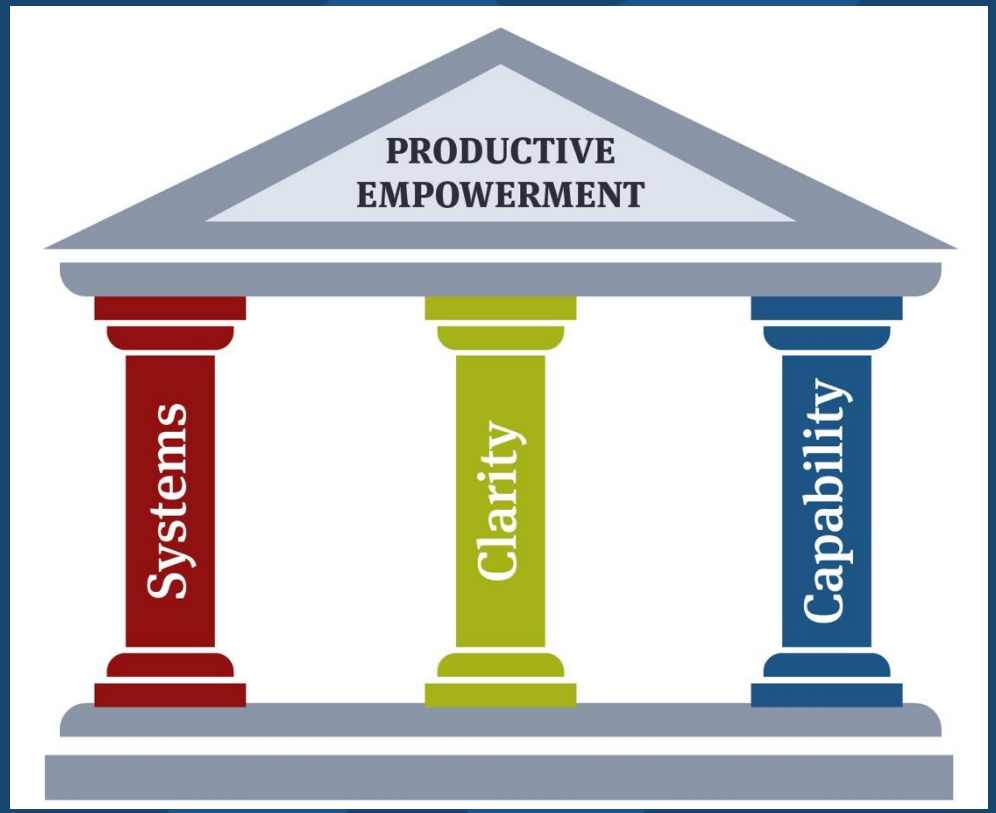
New message

To: peter@humanizingwork.com

Subject: I'm In

Send

QUESTIONS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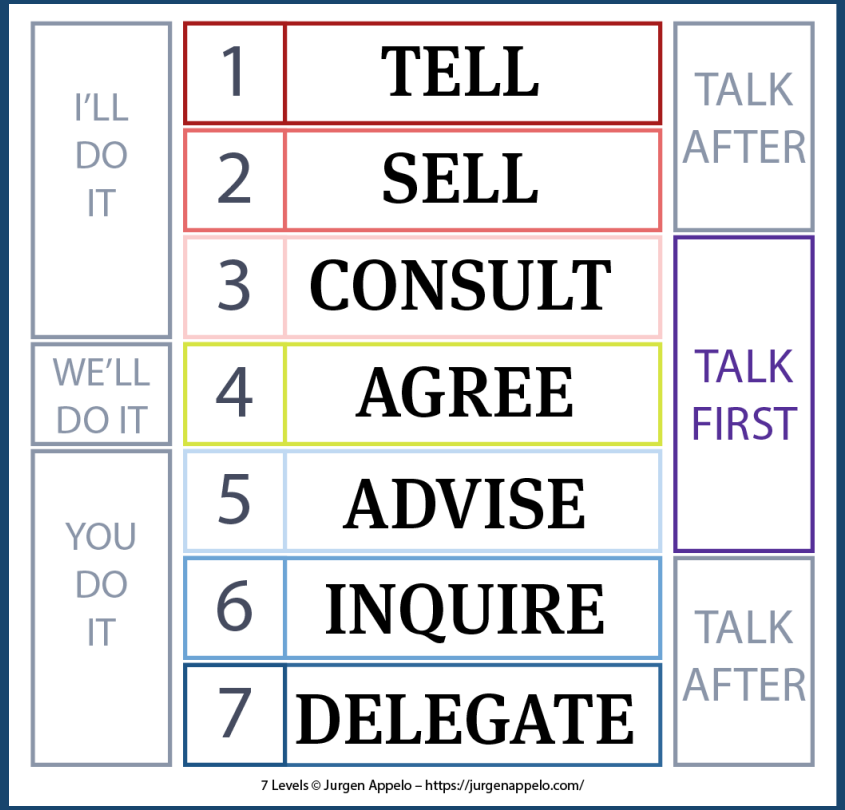
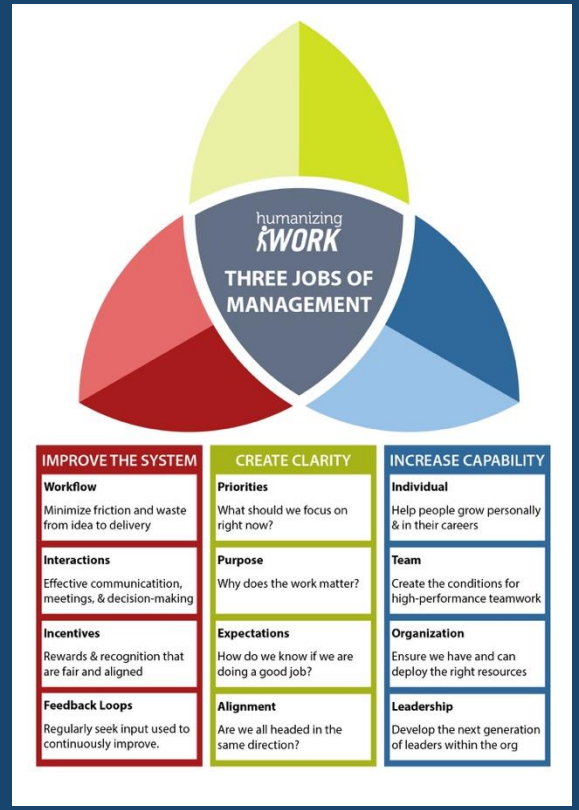

I'LL DO IT
WE'LL DO IT
YOU DO IT
1 TELL
2 SELL
3 CONSULT
4 AGREE
5 ADVISE
6 INQUIRE
7 DELEGATE
TALK AFTER
TALK FIRST
TALK AFTER
7 Levels © Jurgen Appelo – https://jurgenappelo.com/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